November 30, 2009

Henry C. Powell, Chair
Academic Council
University of California

In Re: UCAP’s Request for Feedback on Data Collection

Dear Harry,

Thank you for the opportunity to provide feedback on the request from the University Committee on Academic Personnel’s project of obtaining data and reports on cross-campus salary comparisons. Although the request was directed to the divisional chairs, and therefore did not require full Senate Review, I sought counsel from our Committee on Diversity and Equal Opportunity (CODEO) and our Council on Academic Personnel (CAP). All other committees were welcome to provide feedback.

At least one faculty member commented that information on the databases themselves would have helped facilitate a more thorough response to the request. In particular, we don't know if databases have the salary history of individuals, or just the current snapshot. Moreover, we don’t know if the databases identify gender or ethnicity. Nevertheless, CODEO recommends collecting salary data along with sex, race, and ethnicity. Information by discipline should also be collected and, of course, correlated to rank and step.

Thank you again for seeking the feedback of Divisional Chairs. Please do not hesitate to contact me if I can be of further service.

Sincerely,

Robin Garrell, Chair
UCLA Academic Senate

Cc: Martha Kendall Winnacker, Executive Director, Systemwide Senate Office
    Jaime R. Balboa, Chief Administrative Officer, UCLA Academic Senate